

## **MICHAEL PRIHAR**

**Present Occupation:** Arbitrator

**First Business Address:**

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**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators

California State Bar

San Fernando Valley Bar Assn.

American Bar Association

Los Angeles County Bar Assn.

Industrial Relations Research Assn.

**EDUCATION:**

JD Law

Loyola Law School, Los Angeles

MS Industrial Relations & Quant. Mgmt.

Univ. of So. Florida

**CERTIFICATIONS:**

Law California 1986

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

1973-1976: Faculty member, Univ. of So. Fla., College of Business Administration teaching industrial relations, and serving as economic consultant to public sector labor organizations engaged in fact finding. 1976 – 1981: Asst. Director of Education and Training, Western Region, for the American Arbitration Assn. – developed and presented training in all aspects of labor relations for union and management advocates in federal, public, and private sector. 1981 – 1986: Asst. Mgr., Corp. Labor Relations, Hughes Aircraft, involved in labor negotiations, contract administration, and arbitration. 1986 – Present: Full time arbitrator. Former adjunct faculty at the following institutions: Southwestern Law School teaching Alternative Dispute Resolution (ADR); Western State Law School (Arbitration and ADR); University of Southern California; Pepperdine University; University of California, Los Angeles Extension Program; and California State University Dominguez Hills (Master of Dispute Resolution program). Affiliated with Burstein-Prihar Advocacy Training Workshops.

**INDUSTRIES:**

Academia, aerospace, airlines, agriculture, automotive, bakery, beverage, building products, brewery, broadcasting, canning, cement, communications, construction, county government, dairy, education, electrical equipment, electronics, entertainment, food, furniture, glass, health care, hotels, hospitals, machinery, maritime, meat packing, metal fabrication, municipal government, office workers, petroleum, police and fire, printing, refrigeration and HVAC, restaurants, retail stores, state government, transportation, trucking and storage, utilities, warehousing, and others.

**ISSUES:**

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (discharge), discipline (non-discharge), discrimination (age, disability, race, sex, religion, national origin, union membership), drug/alcohol offenses, fringe benefits (bonus, holidays, insurance, leave, vacation, education reimbursement), grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional disputes, layoffs/bumping, management rights, official time, past practice, promotion, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, tenure/reappointment, union security, wages (COLA, holiday pay, incentive pay, job classification/rates, merit pay, overtime pay, severance pay, vacation pay), work hrs./schedules/assignments, working conditions/work orders, violence or threats, use of force (police), and others.

**PERMANENT PANELS:**

CNA – Tenet	IBT – Unif. Western Grocers	Burbank CEA – City of Burbank
UFCW – So. Calif. Grocers	IBT – So. Calif. Grocers	IAM – Lockheed Missiles
SEIU – Maint. Contractors	Riverside Sheriffs – Riverside Cty.	Culin. Wrkrs. – Las Vegas hotels
NABET – ABC (Los Angeles)	Bellflower EA – Bellflower USD	IBT – Las Vegas hotels
SEIU – Amer. Red Cross, So. Cal.	Univ. of California – So. Calif.	Teamsters – Coca Cola Bottling
Santa Monica Community College		

**ARBITRATION ROSTERS:**

FMCS	Calif. State Mediation & Conciliation	City of Los Angeles
County of Los Angeles	State of Montana	City of Santa Monica
County of Riverside		

**FEES:**

**PER DIEM FEE:** \$1,100.00    **DOCKETING FEE:** None    **CANCELLATION FEE:** (See below)

**Grievance Arbitration:** The fee is \$1,100.00 per day for hearing, research, review of record, and preparation of the award. A hearing day is any portion of a day up to eight hours. Time for research and award preparation is prorated.

**Cancellation Policy:** If a scheduled hearing is postponed or canceled with notice of less than twenty (20) working days, the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place. For hearings scheduled for three or more consecutive days, a notice period of thirty (30) working days will apply.

**Grievance Mediation:** The same fee structure and cancellation policy shall apply for grievance mediations of only one day. Grievance mediations involving more than one day shall be billed at an hourly rate of \$350.00 for each hour on the second and every additional day thereafter, with a \$1,100.00 minimum fee for every scheduled date.

**Employment Arbitration/Mediation:** \$350.00 per hour for any time spent in arbitration/mediation, preliminary matters, pre-hearing conferences and conference calls, hearing, research, and preparation of the award. A minimum of \$1400.00 per hearing day shall apply.

**Travel Time:** In cases involving remote travel, the arbitrator will notify the parties of the anticipated travel fees after receiving notice of the proposed location for the arbitration/mediation. Travel fees will be based on the \$1,100.00 per diem rate.

**Expenses:** The arbitrator charges actual expenses including but not limited to airfare, car rental, food, lodging, ground transportation, and airport parking in cases involving travel to remote locations. Car mileage is charged at the rate of \$.45/mile in cases involving remote travel and where the total mileage cost is less than otherwise applicable airfare and car rental fees. Detailed expense information is available upon selection and notification of hearing date(s) and location.